



Council Of State Employees



Fall/Winter 2007

Congratulations to all the nominees for the 2007 Governor's Award for Excellence in Public Service.

Alice Amundson - North Dakota State University
 Ana Rusness Peterson - ND State University
 Barbara Laschkewitsch - ND State University
 Benjamin Leingang - Bureau of Criminal Investigation
 Beverly Clouse - North Dakota State University
 Bryan Klipfel - North Dakota Highway Patrol
 Char Goodyear - North Dakota State University
 Clarice Hackman - North Dakota State University
 Collin Auwarter - North Dakota State University
 Cory Pederson - Department of Corrections
Darlene Pixley - North Dakota State University
Darlene Wolfram - Information Technology Services
Debbie Merrill - University of North Dakota
Deborah Gletne - Department of Human Services
 Diane Lipp - Department of Transportation
 Donald Snyder - Department of Human Services
 Donna Schouweiler - ND Parks & Recreation
 Duane Wanner - North Dakota State University
 Gerald McCarty - Attorney General
 Gina Haugen - North Dakota State University
 Glenda Fauske - Forest Service
 Gloria Nysveen - North Dakota State University
 Jane Cumber - North Dakota State University
 James Cofield - Department of Human Services
 Jean Turcotte - State Historical Society
 Jerry Lein - Public Service Commission
 Jim Gray - Dept of Agriculture
 John Grover - Department of Transportation
 John Hagan - Department of Corrections
 Julie Garden Robinson - ND State University
 Julie Kosomatka - Department of Human Services
 Justin Wageman - North Dakota State University
 Keith Vavrovsky - Department of Human Services
 Kevin Arthud - Department of Corrections
 Larry Chaput - North Dakota State University
 Lea Roberts - North Dakota State University
 Linda Hanna - State Procurement Office
 Linsey Hegvik - North Dakota State University

Lonnie Gene Hoffer - Department of Emergency Services
 Lorna Olsen - North Dakota State University
 Mary Cameron - Facilities Management
 Michael Miller - North Dakota State University
 Monica Beth Zander - Job Service North Dakota
 Nancy Olson - North Dakota State University
 Patricia Lynn Patch - Department of Human Services
 Paula Larsen - North Dakota State University
 Peggy Cossette - North Dakota State University
 Ronald Zarr - Information Technology Department
 Sara Kelsch - Dept of Agriculture
 Stacie Fleck - Attorney General
 Sue Peterson - North Dakota State University
 Susan Keller - Dept of Agriculture
 Terrance Wieland - North Dakota State University
 Thomas Eick - Department of Human Services
 Todd Sattler - Attorney General
 Vickie Grossnickle - North Dakota State University



2007 Governor's Award for Excellence in Public Service Recipients:

Left to right, front row, Darlene Wolfram (ITD), Darlene Pixley (NDSU), Debbie Merrill (UND), Deb Gletne (DHS), Lonnie Hoffer (DES). Back row, Gov. John Hoeven and Dr. Stephan Schroeder (Chm., COSE Board of Directors)

* 2007 Winners



Governor John Hoeven

This year marks another successful State Employee Recognition Week, a time set aside to recognize the exemplary service performed by state employees every day across our great state. To kick off the week, I had the honor of presenting five state employees with the Governor's Award for Excellence in Public Service for their distinguished service to the people of North Dakota.

Congratulations, again, to Lonnie Hoffer with the Depart-

ment of Emergency Services; Deb Gletne with the Department of Human Services; Debbie Merrill with the University of North Dakota; Darlene Wolfgram with the Information Technology Department; and Darlene Pixley with North Dakota State University.

This year's award recipients were selected from several impressive nominations that reflect the important accomplishments and contributions of all state employees. Congratulations to those who were nominated for this prestigious award and recognized by their peers and colleagues for their hard work and dedication.

North Dakota's state employees are the best in the nation, providing quality services that

play a vital role in keeping North Dakota running efficiently and moving our state forward. We are proud of the work state employees do for our citizens, whether it's helping residents recover from a devastating tornado, like in Northwood; giving to local food pantries and shelters; or donating leave for their co-workers. State employees are making a real difference for their communities and our state.

That is why we dedicate this week to state employees - to recognize them for the outstanding job they do for our citizens, and to thank them for their great work, diligence and commitment to public service excellence.



**Please visit the COSE
website for State
Employee Discounts
throughout the State.
Remember to check back of-
ten because these discounts
are updated regularly.
www.nd.gov/COSE**



Bismarck - Mandan Relay for Life

The relay started on Friday June 1, with a survivor's supper. About 300 people were at the supper, it was a great start for the relay. The walk started at 5:00 pm on June 2, and went to 7:00 am June 3. The weather was great for the relay. There were 88 teams, and the relay teams raised \$222,000.00. Facilities Management and Dept. of Human Services did a Cancer Memory Chain as a fundraiser and raised some addition funds by selling colored links which represented the different types of cancer. The chain was nearly 120 feet in length at the end of the fund raiser.

There were five state teams from Bismarck:

State Water Com.	\$750.00
Facility Mgmt	\$4608.35
COSE	\$2740.00
NDDOT	\$1205.00
Human Services	\$3695.75

All had a great time.

Pictures: Facilities Management (top) and DOT (bottom)

Article and pictures by Ken Remmick, Facilities Management.



COSE Clothing

available online at

<http://www.nd.gov/cose/cloths.htm>



State Surplus Property

Did you ever wonder where all the items from your state office that were tagged as surplus went? Did you think a black hole swallowed them? Did you ever wonder if you could obtain them for your own use? Well, here is your answer.

State Surplus Property, a division of the Office of Management & Budget, at Igoe Industrial Park #12, 1278 Hemlock Street, Warehouse 12 (off of Yegen Road and Fuller Avenue in southeast Bismarck) is where all the surplus items end up. It is not the easiest location to find but you can always download the map at <http://www.nd.gov/surplus/directions.htm> in order to find your way. And, it may well be worth the effort.

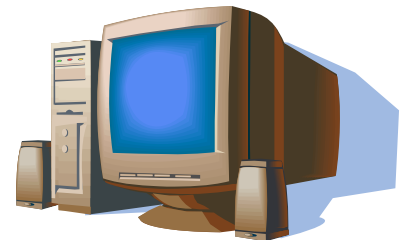
All the state surplus items are available for purchase by any

state employee upon receipt by State Surplus at the distribution center anytime between 8 AM and 5 PM Monday through Friday (other than holidays of course) unless it is marked otherwise. Many of the items are deeply discounted from what you would pay retail. The items are available on a first-come, first-serve basis, as is, with no warranty. Payment is due at the time of purchase. Returns are not allowed and buyers must pick up the items themselves, there is no delivery.

According to Mr. Alan Brinkman, Manager, he thinks it would be great if all state employees became aware of the savings available to them at State Surplus. He and his staff are very willing to help you find what you need if they have it on hand. Or, just look for the state surplus items marked with an "S" on their webpage at <http://www.nd.gov/surplus/surplist.html> that is updated daily and see all the items listed and what their

deeply-discounted cost to you would be before going out to the distribution center. A phone call ahead of your visit can verify if the item(s) you want is still available.

So now you know where state surplus items end up and how to obtain them for your use. So what are you waiting for? This is another great value for state employees if you take advantage of it. Look up the webpage and give it a try, you might like it.



Have a happy and safe Halloween
and Thanksgiving!

The COSE Board

Finding Your Soul Via the Soles of Your Feet

By Randy Kreil

This is for all of you who love to walk when you hunt. I know you exist because I've seen your footprints. I've seen the tread of your boots in badlands gumbo, along damp aspen forest paths in the Turtle Mountains, in pocket gopher mounds on the prairie, and in snow that fills cattail marshes in late December.

I don't remember when I discovered my addiction to walking. It might have been on my first deer hunt in the badlands back in high school. I remember looking back across the rugged beauty of Bear Creek at the long jagged ridge in the distance that is Kendley Plateau and thinking: "I walked all the way from there to here?" Or maybe it was rooted in the teen-age exuberance of chasing sharptails for miles in the native prairie hills along the Sheyenne River valley south of Devils Lake.

Walking is something I enjoy and seemingly must do year-round. The dog and I usually get in a 4-mile walk through the neighborhood several times a week between hunting seasons. Sometimes we even drive to familiar haunts far from the commotion of Bismarck to stretch our legs and spend a few precious hours wandering in solitude.

Walking is good exercise and a dose of fresh air is good no matter the weather or time of year. I'm also convinced that walking year-round makes it easier to get in shape – especially the older I get – for those September grouse hunts, October pheasant hunts and, if the lottery swings my way, a mule deer hunt in November.

I know that I am not alone in this craving to put one foot in front of the other for hours in places where wild critters live. I've seen the telltale signs of your hikes on clear, calm February afternoons with the supposed purpose of looking for deer sheds. In reality, you needed to feel the familiar comfort of a good pair of boots, the strain in your legs, and fresh air in your lungs. Any forked pieces of bone you found were a bonus.

I know, too, the well-earned breaks you've taken in remote places to trace with binoculars your back-trail to the landmark that signals where you started. You congratulate yourself in knowing how hard you worked to get there – tired legs and sore feet are evidence – but then quietly laugh when it dawns on you the challenge ahead of walking all the way back.

The benefits of walking when hunting are seemingly endless. You have the opportunity to experience the natural world in a way that just can't be duplicated through a windshield. The subtle beauty of the prairie landscape, the colors, creatures and sky all look different with a good pair of boots on. Walking gives you time to think and hit the reset button in your head. You know your chances of finding that elusive white-tailed buck or to fill your game vest with a limit of pheasants increases when you walk over the hill a half-mile or so. You sleep long and hard after a full day of stomping through cattail marshes looking for that late-season rooster.

An added bonus is meeting some really great people away from the road. Stopping and comparing observations from the day, talking about how the dogs are working, and sharing a frozen Snickers bar, creates a unique bond between strangers. You likely have a lot more in common with these folks than with the coffee drinking magpies, as my good friend calls them, who show up on surrounding roads and trails during deer season when you are plowing through deep cover or snow on a cold, windy day.

Continued...

Landowners are truly impressed by hunters who walk. They rapidly tire of road hunters. I've found they are more willing to grant permission to hunt if your boots look like they've been used for their intended purpose. These same stewards of the land also notice when your game vest not only contains a few birds, but an assortment of cans, bottles, plastic and other debris you collected while walking on their property. This trash doesn't belong outdoors, but is especially bothersome when it is found in places accessible only on foot.

There is a long list of what I call walking truisms. See if these look familiar and I bet you can add a few more without much effort.

- ♦ Have you noticed that it seems you can walk longer and farther with a rifle slung over a shoulder or a shotgun cradled in the crook of your elbow?
- ♦ You should always walk the field or cover all the way to the end. How many times have you stopped just short to talk with your hunting companions, or sat down for a snack and drink of water, only to have your quarry flush, leaving you fumbling to respond?
- ♦ You feel more alive and have more energy when your feet are in contact with earth instead of asphalt and concrete.
- ♦ Landowners like the Private Land Open To Sportsmen program for many reasons, but a primary one is that the areas are walking access only. Remember this and respect their wishes.
- ♦ You will always find the energy to walk over the hill to a special spot with a nice view even though you have never found game there.
- ♦ We are all grateful that sundown during deer season comes at 5:30 p.m. and not hours later.
- ♦ Each year you always seem to stop and rest by the same lichen-covered glacial boulder on the same sunny hillside out of the wind. There is something about these familiar, yet faraway places that draw you back.
- ♦ Walking is great exercise. The more you walk, the more you get to eat.

Autumn will be here sooner than you think. Break in a good pair of boots, get the dog out of the kennel, and do as much walking as you can. Doing so will remind you why we hunt and why we are so stubbornly dedicated to our outdoor traditions. Remember, a great way to find your soul is through the soles of your feet.

(RANDY KREIL is the Game and Fish Department's wildlife division chief. This article is reprinted with permission from an article in the August-September issue of the Game and Fish Outdoors magazine. The full article contains the fall hunting outlook for several game birds in North Dakota.)



Dedicated to Housing North Dakotans



Making housing affordable for all North Dakotans has been the mission of the North Dakota Housing Finance Agency (NDHFA) for more than 25 years. In addition to offering a variety of affordable mortgage options, the agency ensures the continued availability of suitable rental housing for low-income households and has a new division focused on providing for the housing needs of rural communities.

NDHFA's popular FirstHome™ program has made it possible for more than 30,000 low- to moderate-income households to achieve homeownership using reduced interest rate mortgages, and down payment and closing cost assistance.

"North Dakota Housing's homeownership programs are promoted and accessed through a network of lending and real estate partners. We rely heavily on these partners to deliver our message," said Mike Anderson, NDHFA executive director.

Honorably discharged veterans, elderly, disabled and single parent households, and new and returning North Dakotans are able to enjoy similar financial benefits when they purchase a home using the agency's programs.

NDHFA's property management division is charged with providing safe, accessible and affordable rental options for low-income citizens.

"Our compliance staff is dedicated to making sure that the subsidized housing units we oversee are decent, safe and sanitary," says Anderson. "One of their biggest priorities is to provide property owners/managers with training and technical assistance regarding federal government regulations."

More than 4,000 North Dakota families live in privately owned properties for which NDHFA provides regulatory oversight and administers US Department of Housing and Urban Development rental subsidies.

The agency also administers federal housing tax credits for the development or rehabilitation of income-qualified rental units; there are approximately 5,000 units statewide. Agency staff makes certain that those property owners comply with Internal Revenue Service regulations.

Approximately one year ago, North Dakota Housing began focusing work on the state's housing future by offering services to rural communities.

"During the recent legislative session, North Dakota Housing was granted broader authority to assist communities in addressing unmet housing needs," said Anderson. "The change allows the agency to provide financial assistance for land development and loan guarantees."

NDHFA staff and key housing partners also formed a Statewide Technical Assistance Team (STAT) that helps rural communities struggling to address unmet housing needs. Common issues are a lack of suitable housing for an aging population or appropriate housing for a growing workforce, particularly in energy corridor communities.

The STAT members encourage community leaders to formulate strategies to address their housing needs and guide them through the development process. The program goal is to bring the technical assistance and financial resources to the community, acting as a one-stop shop.

The North Dakota Housing Finance Agency has made a significant mark on the state's affordable housing industry since it was formed in 1982. The employees work hard to achieve the agency's mission, and they look forward to a future that continues to provide affordable housing opportunities for North Dakota citizens.

The Industrial Commission of North Dakota, consisting of Governor John Hoeven, who serves as chairman, Agriculture Commissioner Roger Johnson and Attorney General Wayne Stenehjem, oversees NDHFA with guidance provided by a six-member citizen advisory board.

For more information on the North Dakota Housing Finance Agency, call (701) 328-8080 or (800) 292-8621, or visit them online at www.ndhfa.org.

Fish Awards

Friendly
Initiative
Smile
Helpful



Developed by the State COSE Board of Directors, the Fish Award:

- ❖ Symbolizes excellence in customer service,
- ❖ Recognizes employees who promote customer service in state government,
- ❖ Acknowledges employees who model excellence in customer service to other fellow State Employees,
- ❖ Exemplifies the standard "We all have a customer; we all provide service to others," and
- ❖ Recognizes employees who understand that "Providing customer service is part of our job."

For more information on this award, or to nominate someone, contact your COSE representative. All nominations must be received by Dec. 30, 2007 to be eligible for the Fourth quarter award. Nomination forms can be found on the web at www.nd.gov/cose/ or from your COSE representative.

This newsletter is published three times a year by the North Dakota Council of State Employees (COSE). State employees are encouraged to submit articles or information about their agencies or institutions to their subgroup listed below. Any comments and concerns should also be directed to your subgroup chair listed below. Editorial Board: COSE Board of Directors. Publisher: Tina Walters, 600 East Blvd. Ave, Bismarck, ND 58505

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